

2016

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING			\$58,981				\$88,292				\$116,266				\$160,300				\$160,300			
PAY PLAN: ZP	I		II		III		IV		V													
	\$24,901				\$47,525				\$70,333				\$100,246					\$139,342				
	\$55,595				\$83,223				\$109,592				\$154,000					\$160,300				
SCIENTIFIC AND ENGINEERING TECHNICIAN			\$47,293				\$72,584				\$88,292				\$116,266				\$138,262			
PAY PLAN: ZT	I		II		III		IV		V													
	\$24,901			\$38,366		\$58,132		\$70,333		\$100,246												
	\$44,579			\$68,417		\$83,223		\$109,592		\$130,325												
ADMINISTRATIVE							\$72,584				\$97,001				\$138,262				\$160,300			
PAY PLAN: ZA	I		II		III		IV		V													
	\$24,901					\$58,132		\$84,302		\$118,460												
	\$68,417					\$91,433		\$130,325		\$154,000												
ADMINISTRATIVE SUPPORT		\$37,385		\$47,293		\$58,981		\$72,584		\$88,292												
PAY PLAN: ZS	I	II	III	IV	V																	
	\$24,901	\$30,546	\$38,366	\$47,525	\$58,132																	
	\$35,239	\$44,579	\$55,595	\$68,417	\$83,223																	
Corresponding GS Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15							

Footnotes:

Supervisory pay ceiling for each pay band shown is in upper right-hand corner.

ZP and ZA, Pay Band V, pay ceiling for supervisors below Division Chief, \$160,300, Division Chiefs' pay ceiling \$160,300

The GS-15, step 10, biweekly gross maximum pay limitation for 2016 is \$ 6144.80

2015 rate	2016 rate	NIST Locality Increase Differential
35.15	35.75	1.3575 / 1.3515 = 1.00444

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 10, 2016**

Prev. Yr Rate: **.3515** Curr. Yr Rate: **.3575** Loc. Diff: **1.00444** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	24,901 - 44,241	58,132 - 72,932	84,302 - 104,757	118,460 - 134,256	139,342 - 148,657
02	44,242 - 58,747	72,933 - 84,033	104,758 - 120,098	134,257 - 146,102	148,658 - 155,643
03	58,748 - 68,417	84,034 - 91,433	120,099 - 130,325	146,103 - 154,000	155,644 - 160,300
04**	68,418 - 70,470	91,434 - 94,176	130,326 - 134,235	154,001 - 158,620	160,300 - 160,300***
05**	70,471 - 72,584	94,177 - 97,001	134,236 - 138,262	158,621 - 160,300	160,300 - 160,300****

Locality Area: **San Jose-San Francisco-Oakland, CA**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 10, 2016**

Prev. Yr Rate: **.3515** Curr. Yr Rate: **.3575** Loc. Diff: **1.00444** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	24,901 - 29,496	30,546 - 36,783	38,366 - 46,023	47,525 - 56,810	58,132 - 69,284
02	29,497 - 32,942	36,784 - 41,461	46,024 - 51,766	56,811 - 63,774	69,285 - 77,647
03	32,943 - 35,239	41,462 - 44,579	51,767 - 55,595	63,775 - 68,417	77,648 - 83,223
04**	35,240 - 36,296	44,580 - 45,916	55,596 - 57,263	68,418 - 70,470	83,224 - 85,720
05**	36,297 - 37,385	45,917 - 47,293	57,264 - 58,981	70,471 - 72,584	85,721 - 88,292

Locality Area: **San Jose-San Francisco-Oakland, CA**

For Paths ZA & ZP

** Intervals 4 & 5 represent the range of pay for the supervisory pay band for pay bands I through IV.

*** Interval 4, pay band V represents the range of pay for the supervisory pay band for ZP supervisors below division chief.

**** Interval 5, pay band V represents the range of pay for the supervisory pay band for non-SES division chiefs.

For Paths ZS & ZT

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.

NIST Pay Tables

SCIENTIFIC AND ENGINEERING

Pay Plan: ZP Effective: January 10, 2016

Prev. Yr Rate: .3515 Curr. Yr Rate: .3575 Loc. Diff: 1.00444 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	24,901 - 38,543	47,525 - 63,391	70,333 - 87,781	100,246 - 124,137	139,342 - 148,657
02	38,544 - 48,774	63,392 - 75,290	87,782 - 100,868	124,138 - 142,055	148,658 - 155,643
03	48,775 - 55,595	75,291 - 83,223	100,869 - 109,592	142,056 - 154,000	155,644 - 160,300
04**	55,596 - 57,263	83,224 - 85,720	109,593 - 112,880	154,001 - 158,620	160,300 - 160,300***
05**	57,264 - 58,981	85,721 - 88,292	112,881 - 116,266	158,621 - 160,300	160,300 - 160,300****

Locality Area: San Jose-San Francisco-Oakland, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 10, 2016

Prev. Yr Rate: .3515 Curr. Yr Rate: .3575 Loc. Diff: 1.00444 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	24,901 - 33,647	38,366 - 51,722	58,132 - 69,284	70,333 - 87,781	100,246 - 113,614
02	33,648 - 40,206	51,723 - 61,739	69,285 - 77,647	87,782 - 100,868	113,615 - 123,641
03	40,207 - 44,579	61,740 - 68,417	77,648 - 83,223	100,869 - 109,592	123,642 - 130,325
04**	44,580 - 45,916	68,418 - 70,470	83,224 - 85,720	109,593 - 112,880	130,326 - 134,235
05**	45,917 - 47,293	70,471 - 72,584	85,721 - 88,292	112,881 - 116,266	134,236 - 138,262

Locality Area: San Jose-San Francisco-Oakland, CA

For Paths ZA & ZP

** Intervals 4 & 5 represent the range of pay for the supervisory pay band for pay bands I through IV.

*** Interval 4, pay band V represents the range of pay for the supervisory pay band for ZP supervisors below division chief.

**** Interval 5, pay band V represents the range of pay for the supervisory pay band for non-SES division chiefs.

For Paths ZS & ZT

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.